

Rating Scale and Definitions

N/A	Unacceptable	Marginal	Valued	Advanced	Outstanding
Individual Work Outcome Rating Scale Definitions					
<i>Not Applicable (N/A)</i>	Does not currently apply				
<i>Unacceptable</i>	Performance of unsatisfactory work outcome				
<i>Marginal</i>	Performance of work outcome does not meet some aspects of the stated expectation				
<i>Valued</i>	Performance of work outcome consistently meets stated expected performance				
<i>Advanced</i>	Performance of work outcome consistently meets and often exceeds stated expected performance				
<i>Outstanding</i>	Performance of work outcome clearly exceeds expected performance and affects measurable improvements in organizational performance				

Unacceptable	Marginal	Valued	Advanced	Outstanding
Overall Rating Scale Definitions				
Unacceptable	Performance of unsatisfactory work outcomes			
Marginal	Performance of work outcomes consistently do not meet some stated expectations			
Valued	Performance of work outcomes consistently meet stated expected performance			
Advanced	Performance of work outcomes consistently meet and often exceed stated expected performance			
Outstanding	Performance of work outcomes consistently exceed expected performance and affect measurable improvements in organizational performance			